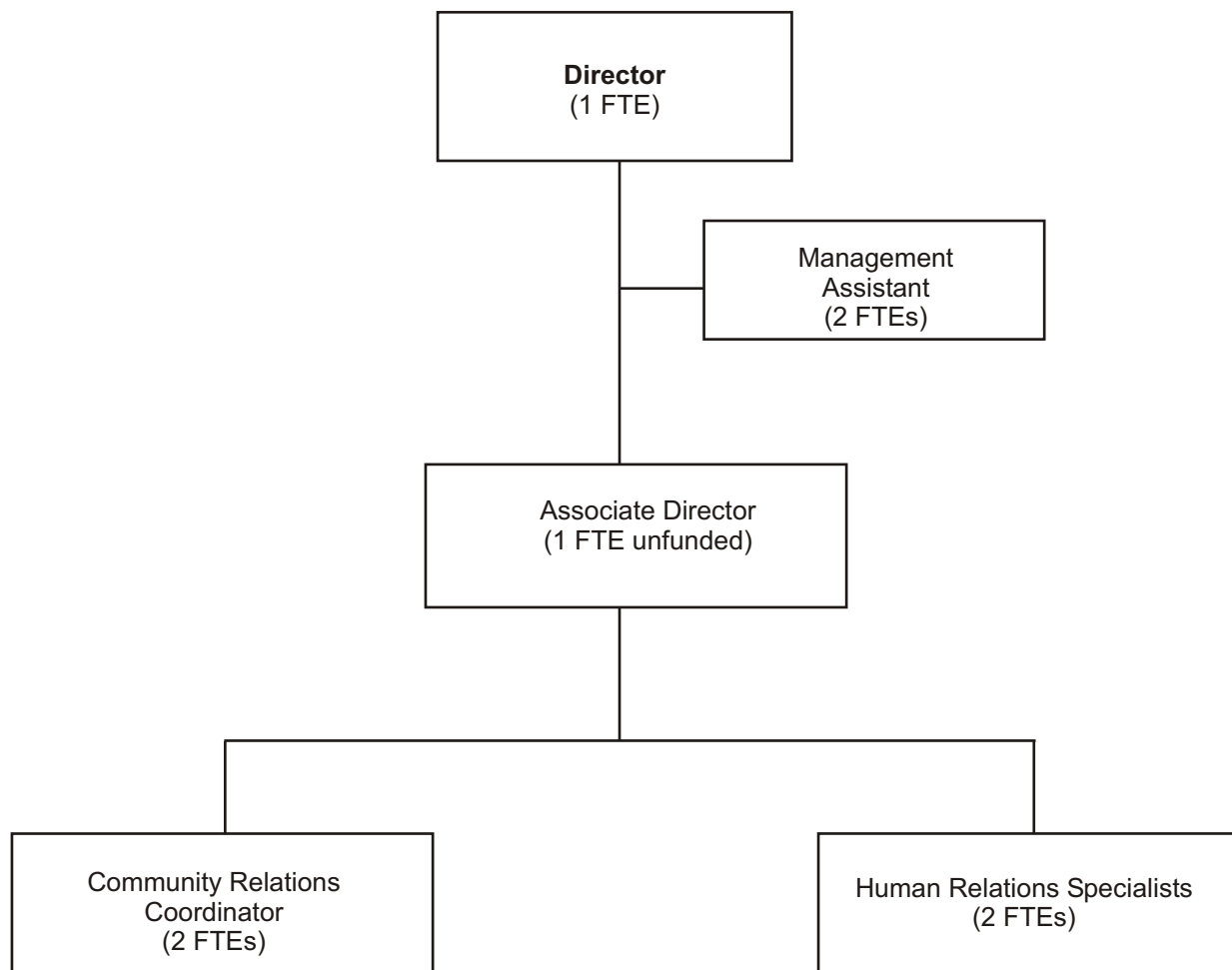


## Human Relations (8 FTEs)



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## HUMAN RELATIONS

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### **Mission:**

To improve race and human relations in the City of Durham by working to eliminate discrimination in the areas of employment, housing and public accommodations; and to prioritize community outreach and educational activities to meet the needs of our citizens.

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### PROGRAM DESCRIPTIONS

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#### **Human Relations**

**General Fund** \$368,877  
6.5 FTEs  
**Grants** \$139,448  
1.5FTEs

#### **Fair Housing Program**

The Human Relations Department administers the City's Fair Housing Ordinance. The Fair Housing Program is responsible for enforcement of City and Federal Fair Housing Laws; processing alleged cases of housing discrimination; conducting education and training on fair housing issues. The Fair Housing Ordinance of the City of Durham is equivalent to federal civil rights law. This enables the Department to contract with the U.S. Department of Housing and Urban Development and as a result receive federal funding for processing housing complaints and conducting education and outreach.

#### **Mediation Program**

The Mediation Program is a new program that provides complaint resolution through collaboration and cooperation at no cost to the participants. Mediation is a voluntary, confidential process that uses certified mediators on staff to assist citizens in resolving disputes in the areas of employment, housing and public accommodations.

#### **Community Relations**

The Human Relations Department develops and fosters programs aimed at addressing and improving human relations in Durham. Community Relations deals primarily with efforts to enhance racial and cultural relations to create a greater level of harmony in the community. The Department seeks out and addresses community-related issues and problems and utilizes the media to promote and generate a message to the community that good human relations are beneficial from a social and economic perspective.

#### **Education and Training**

Education and Training provides relevant information/training to employers, housing industry representatives, City employees and residents concerning their rights and responsibilities under the City's Fair Housing Ordinance and related civil rights laws.

**Funds for the Hispanic Initiative are divided among all programs.**

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**RESOURCE ALLOCATION**

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	Actual FY 2002-03	Adopted FY 2003-04	Estimated FY 2003-04	Adopted FY 2004-05	Change
<i>Non-Grant</i>					
Appropriations					
Personal Services	\$437,762	\$348,469	\$334,502	\$347,390	-0.3%
Operating	24,403	20,622	20,600	21,487	4.2%
Total Appropriations	\$462,165	\$369,091	\$355,102	\$368,877	-0.1%
Full Time Equivalents	6	6	6	6.5	0.5
Part Time	1	1	1	-	(1)
Revenues					
Discretionary	\$255,350	\$369,091	\$355,102	\$368,877	-0.1%
Program	206,815	-	-	-	-
Total Revenues	\$462,165	\$369,091	\$355,102	\$368,877	-0.1%
<i>Grants</i>					
Personal Services	\$70,800	\$113,993	\$78,250	\$77,448	-32.1%
Operating	42,494	45,000	83,818	62,000	37.8%
Total Appropriations	\$113,294	\$158,993	\$162,068	\$139,448	-12.3%
Full Time Equivalents	3	2	2	1.5	(0.5)
Part Time	-	-	-	-	-
Revenues					
Program - HUD	\$113,208	\$103,028	\$72,018	\$139,448	35.3%
Program-EEOC	86	55,965	90,050	-	-100.0%
Total Revenues	\$113,294	\$158,993	\$162,068	\$139,448	-12.3%
Total Budget	\$575,459	\$528,084	\$517,170	\$508,325	-3.7%

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**BUDGET ISSUES FOR FY 2004-05**

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- Outreach efforts, community education and training services will be reduced due to staff reductions.
- The FY 2004-05 Budget will utilize grant funding from remaining EEOC funds and HUD to pay staff salaries and supplement operating costs.
- The remaining EEOC funds are viewed as one-time money since we no longer have a contract with them and will not be receiving additional funds this year.
- The FY 2004-05 Budget reflects an increase in HUD grant funding due to an award of a Partnership Initiative Grant to do education and outreach in fair housing.

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**UNFUNDED OR UNDERFUNDED ITEMS**

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- The Associate Director position is unfunded.

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**INITIATIVES COMPLETED FOR FY 2003-04**

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- Police Diversity – Community Policing Program.
- Human Relations Month Celebration.
- Sexual Harassment Awareness Workshops.
- Spanish Speaking Radio Program.
- Mayor's Hispanic/Latino Initiative.
- Employment Seminar.
- Fair Housing Luncheon.
- Sexual Orientation Training.
- Domestic Violence Forum.
- Durham Job-Link Centers-Satellite Offices.
- Brown vs. Board of Education Conference.
- Participated in Turning Point – Gang Initiative.

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**MAJOR INITIATIVES FOR FY 2004-05**

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- Human Relations Month Celebration.
- Fair Housing Luncheon.
- Spanish Fair Housing Workshop.
- Spanish Language Radio Program.
- Domestic Violence Forum.
- City Employee Diversity Council.
- Durham Job-Link Centers-Satellite Offices (Outreach Services).
- Tele-Novela Series – Domestic Violence in Housing.
- Human Relations Housing Workshop.
- Employment Seminar.
- Youth Summit.

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**GOALS, OBJECTIVES & STRATEGIES FOR FY 2004-05**

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**GOAL:** *To provide a neutral, impartial process to mediate citizen disputes utilizing the alternate dispute resolution method.*

**OBJECTIVE:** To resolve disputes in the areas of employment, housing and public accommodations.

**STRATEGY:** To successfully bring together 30 complainants and respondents to attempt to mediate disputes.

<b>MEASURE:</b>	<b>Actual FY 2002</b>	<b>Adopted FY 2003</b>	<b>Estimated FY 2004</b>	<b>Adopted FY 2005</b>
Number of successful mediations to process per year	0	0	7	30

**GOAL:** *To improve the quality of life by ensuring the availability of, and access to fair housing for every resident.*

**OBJECTIVE:** To continue to process housing discrimination complaints in a timely manner as mandated by the Fair Housing Ordinance.

**STRATEGY:** To continue to provide training for the staff and to monitor the caseloads/processing times.

<b>MEASURE:</b>	<b>Actual FY 2002</b>	<b>Adopted FY 2003</b>	<b>Estimated FY 2004</b>	<b>Adopted FY 2005</b>
Average number of days to process a housing case	90	87	88	90

**GOAL:** *To enhance Durham residents understanding of diversity relating to race and cultural relations by planning and conducting community-based programs and disseminating information.*

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**OBJECTIVE:** To increase resident's participation in the year-round activities and programs organized by the Department by 10%.

**STRATEGY:** To work with community groups, businesses, governmental agencies, schools and other groups to develop and promote the activities or programs.

<b>MEASURE:</b>	<b>Actual FY 2002</b>	<b>Adopted FY 2004</b>	<b>Estimated FY 2004</b>	<b>Adopted FY 2005</b>
% increase of people attending the events in total	15%	20%	20%	10%

**GOAL:** *To provide education and training to employees, citizens and housing industry representatives about specific civil rights law issues.*

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**STRATEGY:** To educate and train 1000 citizens and housing industry representatives regarding Fair Housing Laws and conduct Fair Housing Law Sessions.

<b>MEASURE:</b>	<b>Actual FY 2002</b>	<b>Adopted FY 2003</b>	<b>Estimated FY 2004</b>	<b>Adopted FY 2005</b>
Number of participants	940	950	1600	1000